MINUTES

Martin Luther High School

Northrop, Minnesota

Board of Directors Meeting

January 9, 2019

**Attendance:** Paul Steinhaus, Marge Thiesse, Brent Johnson, Pastor Carnehl, Kevin Behrens, Jason Schuder, Marty Miller, Garrett Schock, Brenda Shane

**Absent:** Angie Fischer, Joe Kallemeyn Visitors: none

Meeting opened at 6:07 pm.

Opening Devotion: Paul shared on the apologetics conference he attended in Fort Wayne, Indiana. This conference was geared to LCMS college students on how to witness in their college settings. His goal was to learn the biggest challenges that college kids are facing to prepare our students at MLHS for those challenges. Of the people he spoke with, main concerns that rang through were that professors seemed to have a liberal agenda (feminism, racism, homosexuality). In addition, the topic of sexual purity was shocking. Many student stated that 100% or “all” students were engaging in sexual activity. College seems to be hostile to sexual purity. We can't protect our kids from all of this, so we must prepare them for these topics and conversations. Proverbs 22:6 says to “Train up a child in the way he should go, and when he is old he will not depart from it.” We need to start preparing our kids for the secular world in Kindergarten! Our Lutheran schools NEED to be here!

Minutes of past meeting: Motion made, seconded, and carried to approve the December 3, 2018 minutes. **(JS/MM)**

Development Director Report

1. **Estate Gifts Update:**
   1. Luverna Hartmann:
      1. Thrivent Financial: $5,000 (Presidential Think Tank)
      2. Thrivent Financial $5,000 (Student Tuition Aid)
      3. RiverSource Life Ins. $4,576.88
      4. RiverSource Life Ins. $29,677.8
   2. Lois Swenson:
      1. Sagicor Life Ins. $31,898.34.
   3. Ruth Draut:
      1. New York Life Ins. $5,675.33
      2. Kramer Schaffer Atty $25,000.
      3. Voya Ins. & Annuity Co. $16,282.02

**2. Generation to Generation Antique Auction:** January 19, 2019. Short on families to help. This is a growing concern; appears that families don't understand the value of the tuition aid that they receive and are not vested in helping.

**3. Greenhouse:** Submitted grant to MN department of Commerce for $5,000 (denied). Grant to Compeer Financial for $14,300 (pending). Total income thus far is $95,300.

**4. Transportation Policy.** The November 2018 minutes state that the BOD should create a transportation policy of when/how/distance that MLHS I willing to provide transportation from for students who commute from a distance away. There are interested 8th grade families outside of our immediate area who we need to prepare and answer to the above questions for. *See Unfinished Business.*

**5. Bulletin Inserts.** The BOD had discussed having a board member write the bulletin insert for one of the spring months reflecting on their experience and the importance of the Board of Directors in hopes of drumming up interest prior to nominations for new members in the upcoming year. *See Unfinished Business.*

**6. Lutheran Schools Week:** January 27-February 3. Children's Winter Carnival on January 27th from 1-3pm. Pirates Interactive Learning Presentation on Tuesday, January 29th. Will be doing other advertising also.

**7. Women's Self-Defense Class.** MLHS females will take a class at 12:30 pm on February 25th. There is a free class open to the public from 6-8pm.

**8. Getting to Know You 8th Grade Registration Night:** March 18th @ 5:30pm.

Principal's Report

1. We will be adding a student for 2nd semester. He is a sophomore transfer from Loyola who is from Winnebago.
2. Paul would like to attend a religion teachers conference in February in Orange County, California. The goal would be to see how Lutheran schools are teaching religion. Is it a deliberate class or an elective?
3. Winkel meeting in December was relatively negative so Paul will attend again in January and keep at the pastors to work on our questions to congregations. Blue Earth has expressed a desire to become an association church.
4. Paul is going to speak at Winnebago on January 13, 2019 on behalf of MLHS. Discussion about tuition was held. We have frozen tuition at $6,500 for 6 years. We may want to look at a needs based discount policy in the future to take away discounts from families who can pay. Principals are going to work with Grace Works (funded by all the schools) to find our promoters. Then, we give those promoters some talking points to help them in the community. Discussion was held on keeping the $1,000 new family discount, but doing away with the sibling discount and the church worker discount.

**Motion made, second, and carried to leave tuition @ $6,500 for now and follow the Grace Works program to decide on tuition changes and discounts. (JS/GS)**

Finance Committee.

1. We have $300,000+ in the revolving account.

2. Garrett questions why cash on hand isn't on the balance sheet. In June, Garrett will work with Lisa Gravelin to create a balance sheet for the revolving account.

3. Income isn't meeting expenses every month so we are dipping into our Truman Retirement Home money. We did plan for this.

VIP Committee. No report.

Trustees Committee.

1. Windows are about ¾ of the way in on the east and south side of building. The problems were found and are now fixed. Cost will be about $12,000.
2. 1 bid is in for the roof. Kato Roofing quoted $44,000. We are looking for a 2nd bid.
3. Parking Lot:
   1. Concrete quote came in at $225,000.
   2. Blacktop quote came in at $150,000.
   3. There is a 2rd estimate for resurfacing coming in about 6 weeks.

Athletic Committee. No report.

Nominations Committee. No report.

Policy Committee. No report.

Technology Committee. No report.

Endowment Committee. No report.

Other reports. No report.

Unfinished Business.

1. We will need to find out on an individual basis what each family's issues are. We may a tuition break to cover gas, or we may need to look into providing transportation for some families if it is needed. We will also need to discuss activities participation and transportation concerns with that as well. As a board, we need to continue to look into options for transportation of students from outside our area.
2. Brent will write a bulletin insert for April and will make an announcement at the OH What a Knight! Auction to drum up interest in new board member candidates. This is a critical time for MLHS; we need to be pointed in our search for new people.
3. Pastor Carnehl provided a summary of numerous books he read over the past month on education. His advice is to teach all subject on the whole of theology & Scripture, rather than as separate compartments.

New Business.

Special meeting was held to make edits and additions to our 3-year Strategic Plan. Main points:

1. Eliminate the section entitled “Maintain Building”. This is something we do on a daily basis to pursue excellence. Our greenhouse products will go under academics.
2. Take out the 7-12 program. We remain flexible for adding grades 7-8 under “Unity of Lutheran Schools”.
3. Omit the many steps to how we define our role in the church and community and made this more precise. Changed to have our role and purpose re-evaluated by our delegates and congregations.
4. Added a speech & debate team under Academics.

The following our the updated list in our strategic plan:

A. Financial

1. Have our role (purpose) within our churches and community re-evaluated by our delegates and our association.
2. Restructure our financial plan.
3. Research 3rd Party Income.
4. Coffee
5. Rummage Sale House
6. Day Care
7. products from the greenhouse

B. Academic and Athletic

1. Explore a Robotics Component to be added to our technology class.
2. Explore Consumer (Stewardship) Math as a graduation requirement.
3. Promote “unity” of our area Lutheran Schools including shared teaching resources: science, art, spanish, etc.
4. Develop our “CER” program.
5. Develop a eSports program.
6. Research the addition of a Speech & Debate Team.
7. Finish Greenhouse as a year-round usable classroom.

C. Communications

1. Generate an online enrollment process as well as streamline our existing process.
2. Reach a larger community with our message. (undefined parameters & undetermined budget impact)
3. Update policy handbooks: student/parent, staff, and curriculum.
4. Annual surveys to students and parents.

D. Board Level

1. Establish President’s Advisory Committee.
2. Develop Administrator Evaluation Process.
3. Rewrite our Mission and Vision Statements with our target audience at the center.

**Motion made, second, and carried to approve the Strategic Plan as written for 2019-2022. (MM/AC)**

Announcements: None.

Next Meeting Date: February 4, 2019.

Motion made, seconded, and carried to adjourn at 9:44pm. **(BS/AC)**

Closed with the Lord's Prayer.

Submitted by Brenda Shane, secretary